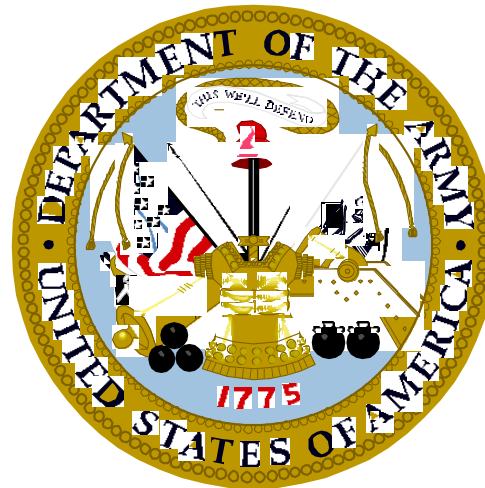
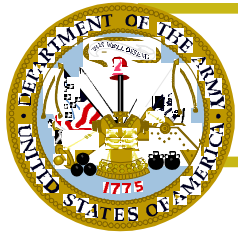


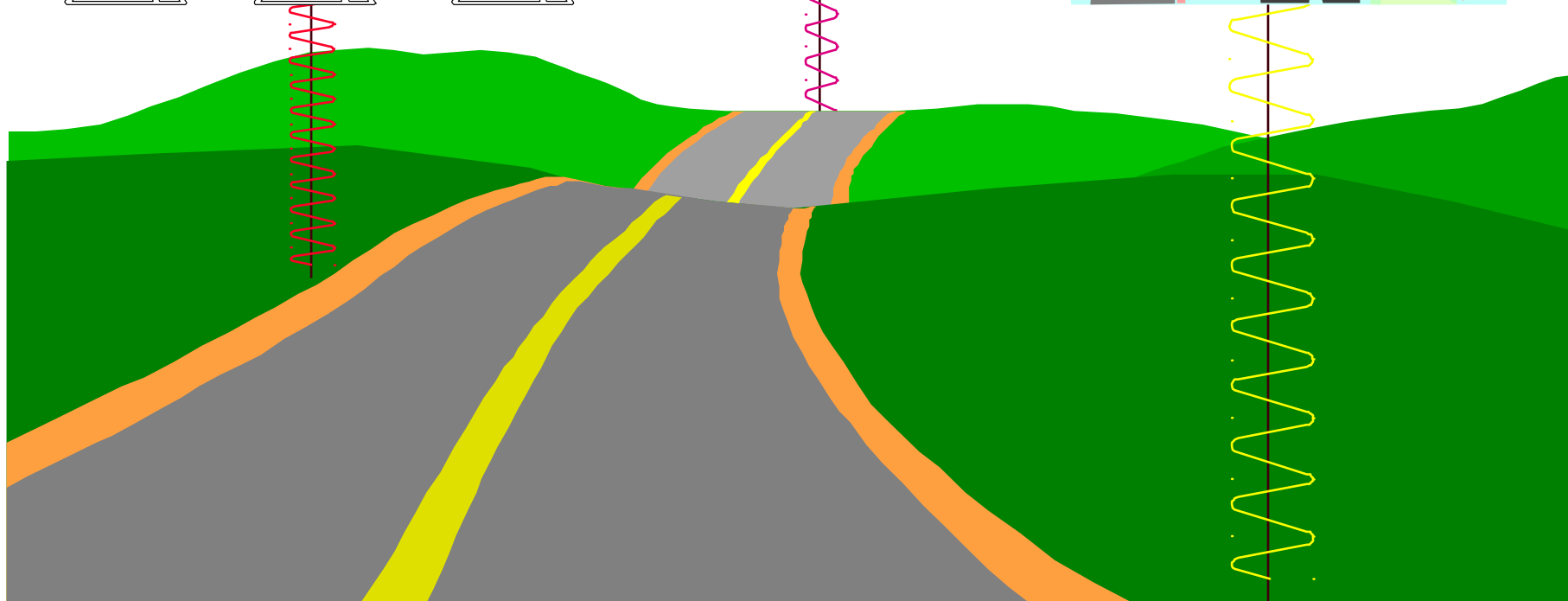
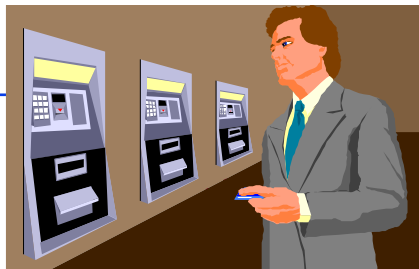
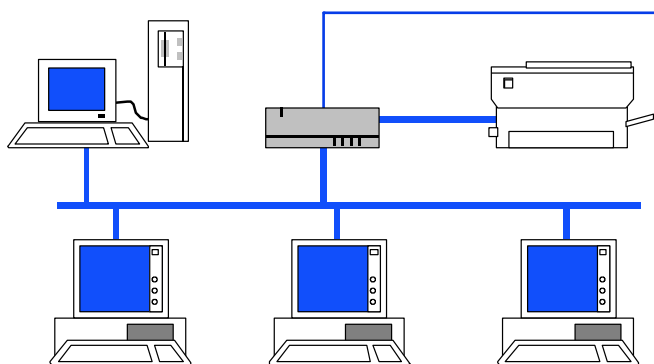
# **DEPARTMENT OF THE ARMY Regionalization Of Civilian Personnel**

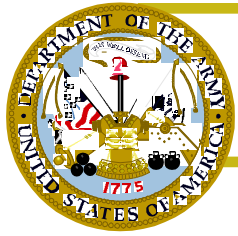


**“ARMY CIVILIAN PERSONNEL  
PROFESSIONALS Helping Leaders Meet  
The Mission”**



# Introduction





# Briefing Agenda

## ➤ Background/History

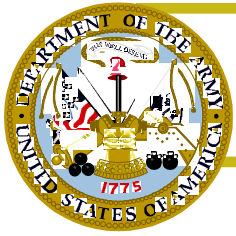
- ✓ Why Regionalize? 1
- ✓ Military And Civilian Drawdown 2
- ✓ Servicing Ratio (Personnelists : Customers) 3
- ✓ Department Of Defense Regionalization Designs 4

## □ The Plan

- ✓ Army Regional Centers 5
- ✓ CPOCs/CPACs Relationships and Functions 6
- ✓ Stand Up Status By Region 7

## □ Impact

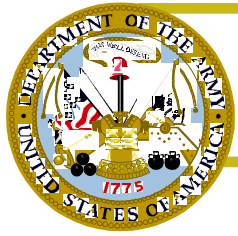
- ✓ Transition Expectations 8
- ✓ Benefits To Managers And Supervisors 9



# Briefing Agenda (Continued)

- System Modernization
  - ✓ Why Modernize?
  - ✓ Modern System
  - ✓ Functional Process Improvements (FPIs)
  - ✓ Current FPIs
  - ✓ PERSACTION
  - ✓ COREDOC
  - ✓ TRAIN
  - ✓ STAIRS
- Communications Linkage
- “The Future”

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1  
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21



# Why Regionalize?

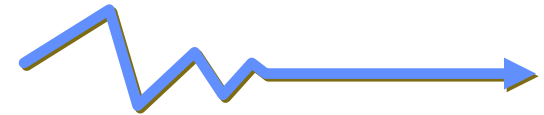
➤ Status Quo is Unaffordable



□ Workforce Reductions



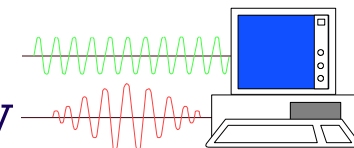
□ Streamline/Economize Operations

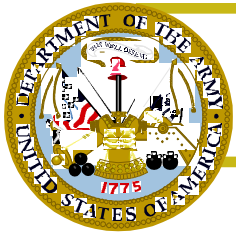


□ Improve Customer Service

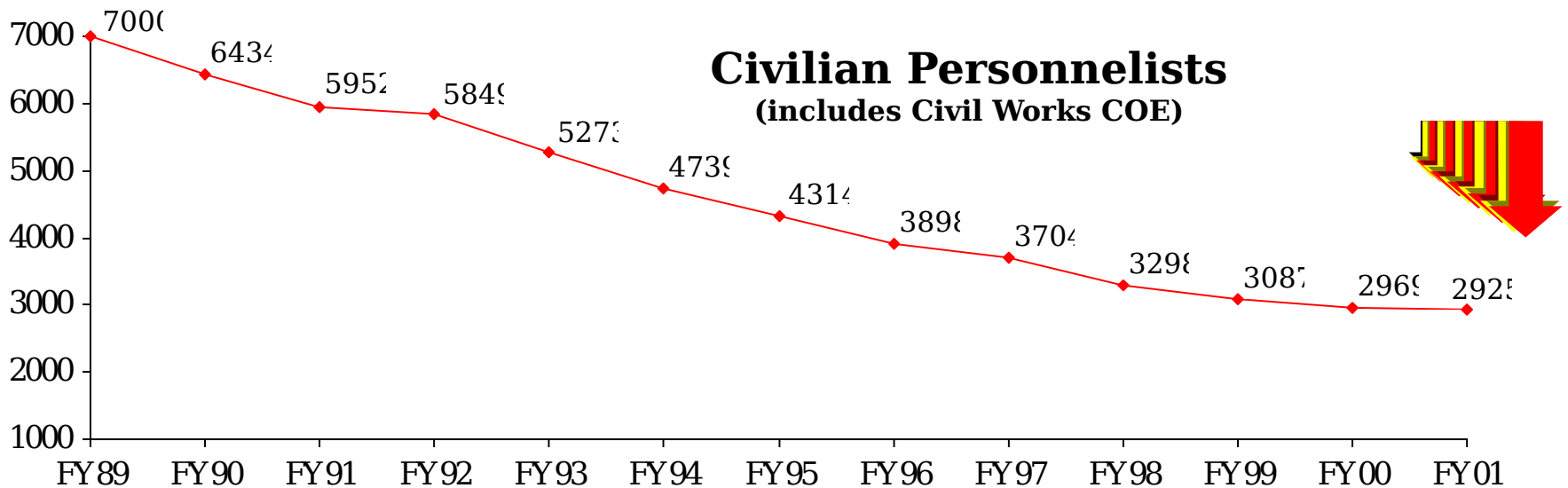
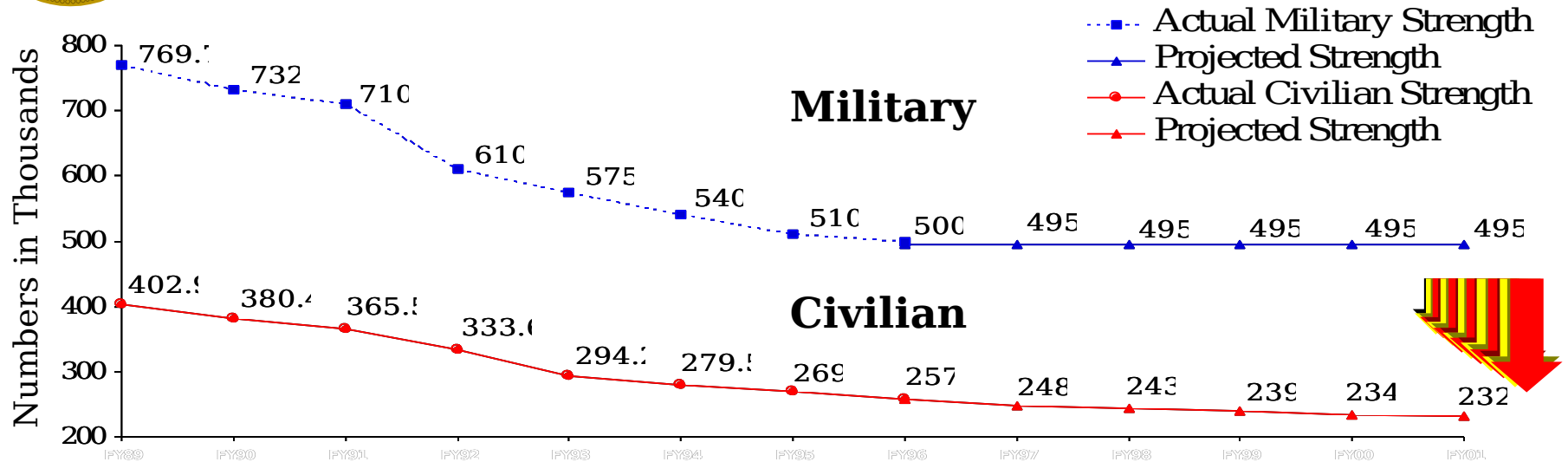


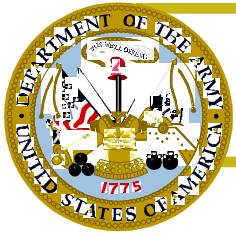
□ Maximize Automation Capability





# Military And Civilian Drawdown





# Servicing Ratio (Personnelists : Customers)

- In 1994, the baseline year of Regionalization, Civilian Personnelists provided services to 61 Customers



1994 1:61



- ▮ Studies indicate, on average, with less than full modernization, by FY 98, each Civilian Personnelist can provide services to 88 Customers



FY 98 1:88

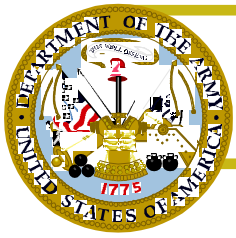


- ▮ OSD FY03 Goal after Evaluation of Regionalization with full modernization is 1:100



FY 03 1:100





# Department Of Defense Regionalization Designs

**Army**

✓ 10 Regions: 7 CONUS, 3 OCONUS

**Air Force**

✓ 1 CONUS Region: 2 CONUS Test Sites

**Naval**

✓ 8 Regions: 6 CONUS, 2 OCONUS

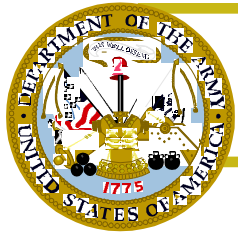
**Other DoD  
Agencies**

✓ 4 CONUS Regions (1 Each):

- Defense Finance & Accounting Service
- Defense Logistics Agency
- Defense Mapping Agency
- Washington - Headquarters Services

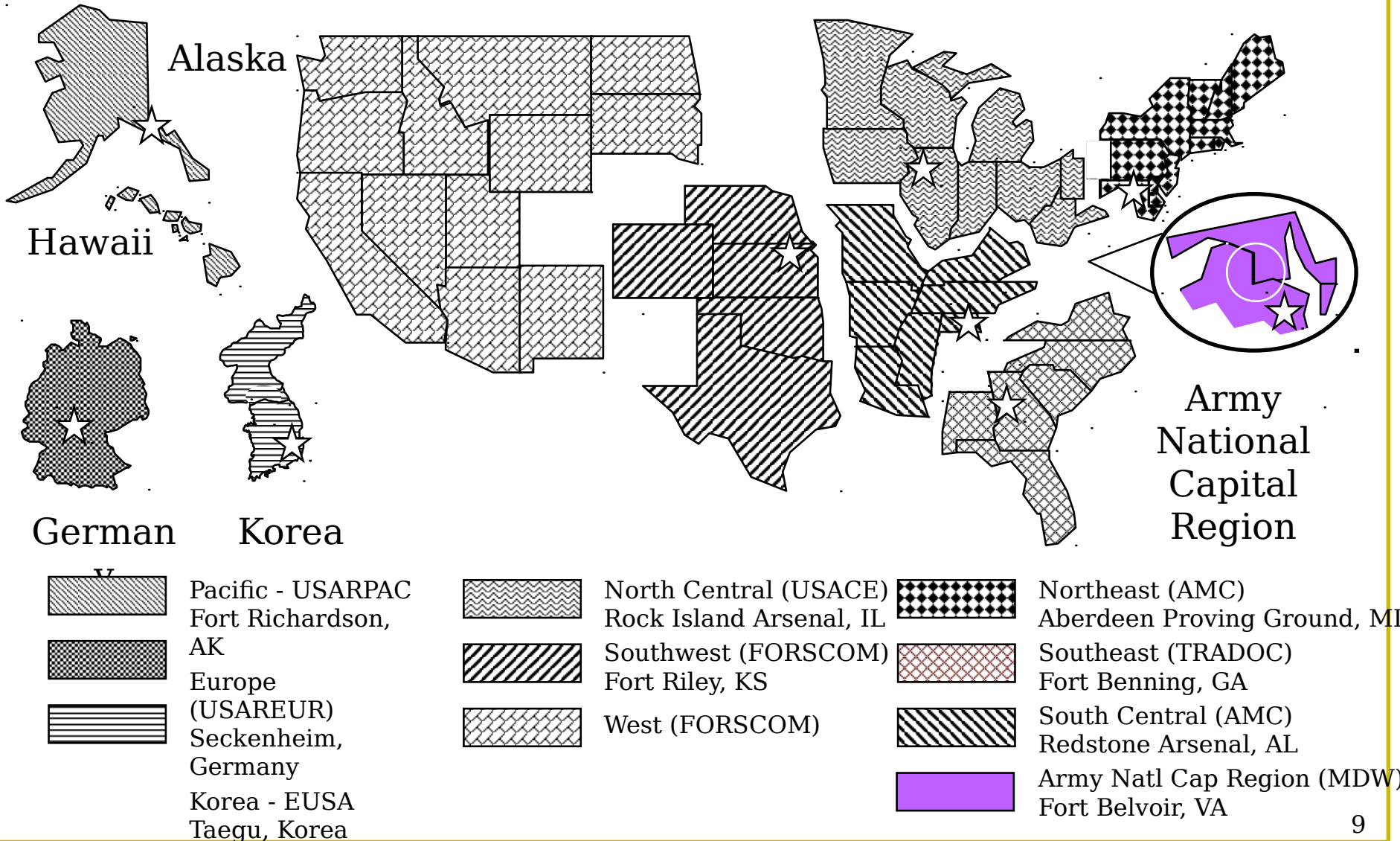
**23 Regions in DoD**

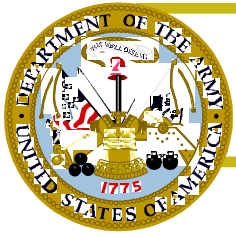




# Army Regional Centers

## 10 Regions: 7 CONUS, 3 OCONUS





# CPOCs/CPACs Relationships And Functions

CPAC

CPAC

CPAC

CPAC

## CPOC

- Reports to ASA(M&RA)
  - ✓ Classify Positions
  - ✓ Processes Personnel Actions
  - ✓ Maintains Official Personnel Folders
  - ✓ Rate/Rank/Applications
  - ✓ Administer Training
  - ✓ Manage Automated Database

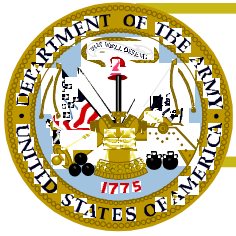
## CPAC

- Reports to Commander
  - ✓ General Advice and Assistance
  - ✓ Labor Management Negotiations
  - ✓ Disciplinary Actions
  - ✓ Employee Benefits
  - ✓ Recruitment Strategies

CPAC

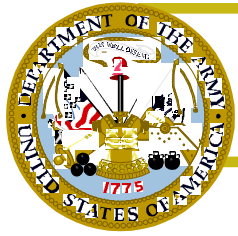
CPAC

CPAC



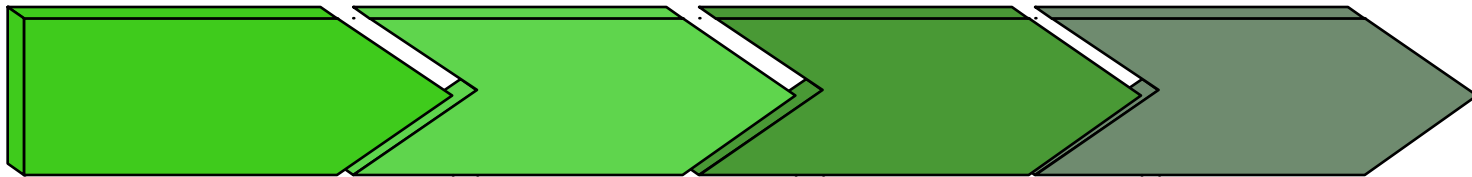
# Stand Up Status By Region

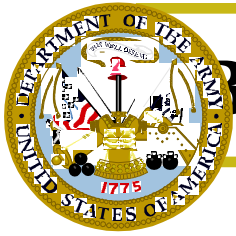
Region	Location	Initial Operation	Full Operation
USAREUR	Seckenheim, Germany		
Southeast	Fort Benning, GA	Jul 94	May 95
ANCR	Fort Belvoir, VA	Oct 95	Sep 96
Pacific	Fort Richardson, AK	Sep 93	Sep 96
Korea	Taegu, Korea	Sep 96	Sep 96
Southwest	Fort Riley, KS	Jan 97	Mar 97
Northeast	Aberdeen Proving	Apr 96	Sep 97
North Central	Ground, MD	Sep 96	Sep 97
South Central	Rock Island Arsenal, IL	Mar 97	Sep 98
West	Redstone Arsenal, AL	Mar 97	Sep 98
	To be determined	Mar 98	Sep 99



# Transition Expectations




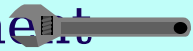
- Army Commitment to Implement with Least Amount of Disruption
- Transition Challenges During Implementation
- Transition Phased in Over Several Years
- Change in Most Processes and Procedures
- Learning Curve for Service Providers and Customers



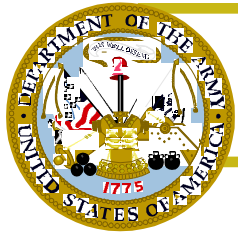


# Benefits To Managers And Supervisors

## ➤ Managers Tool Kit

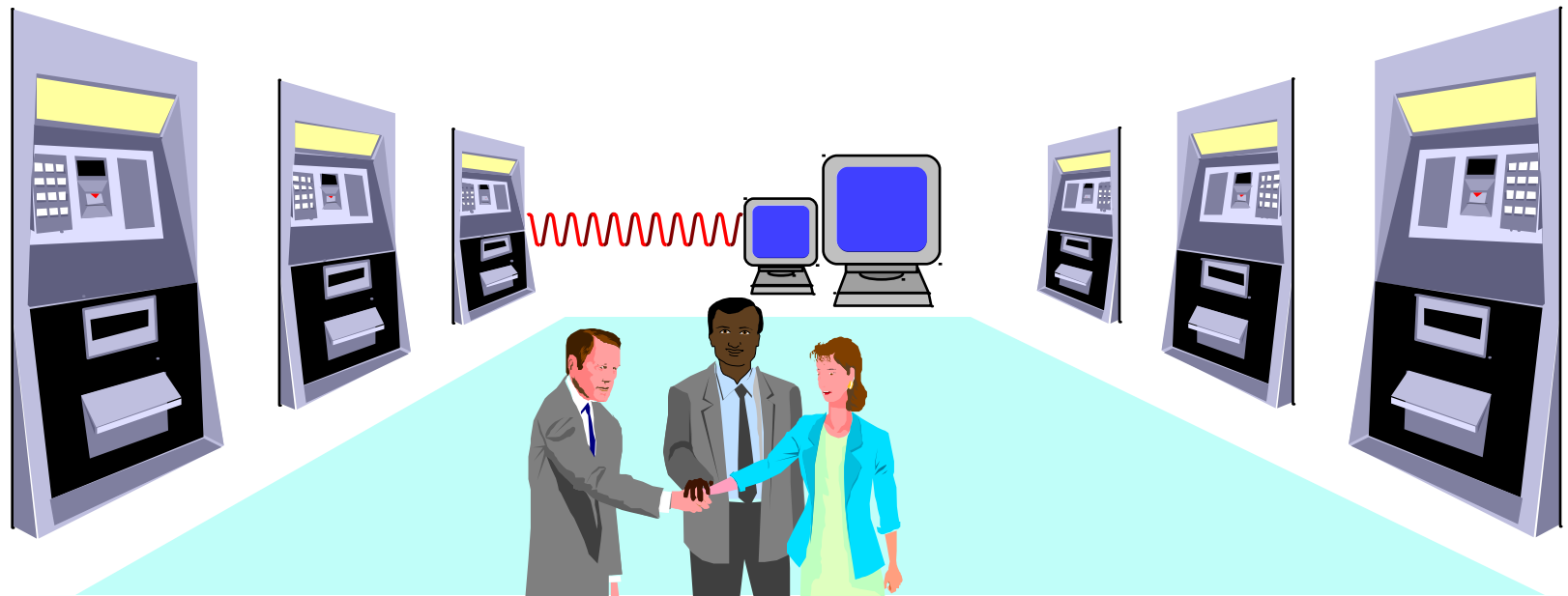
- ✓ Automation Tools to Assist with Personnel Management Responsibilities 
- ✓ Access to Automated Status of Personnel 
- ✓ Efficient Personnel Service Delivery 
- ✓ Generalist to Provide on-site Personnel Management Advice 

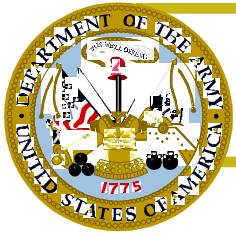




# Benefits To Employees

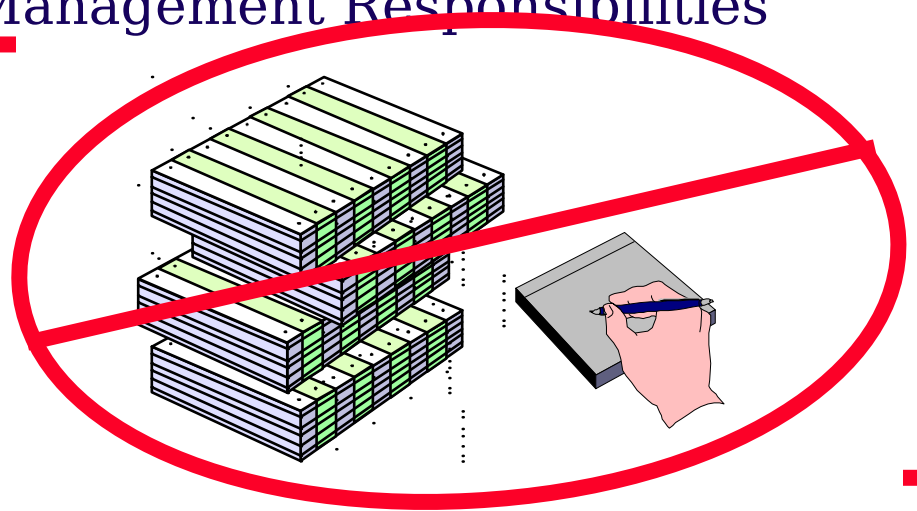
- Electronic Access to Data in Their OPF
- ▢ Electronic Recruitment and Application Information
- ▢ Quality Personnel Advice
- ▢ On-Line Access to Personal Benefits (e.g., Health Ins, TSP)

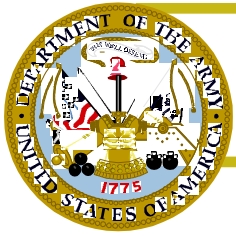




# Why Modernize?

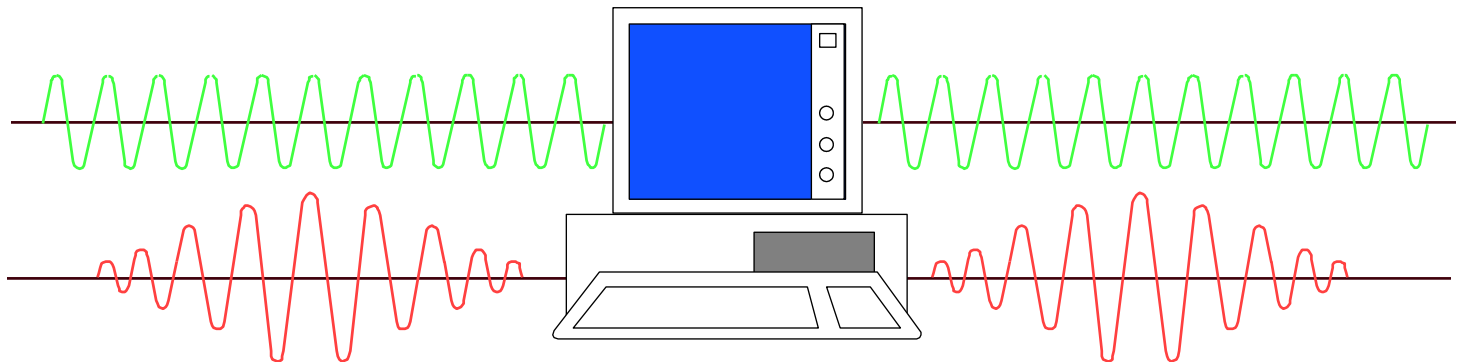
- Establishes and Standardizes DoD MIS Processes/Applications
- Current System - DCPDS is:
  - ✓ Too Costly
  - ✓ Not User Friendly
  - ✓ Access Limited To Personnelists
  - ✓ Does not Give Managers Information Necessary to Perform Personnel Management Responsibilities



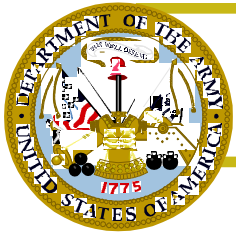


# Why Modernize? (Continued)

- Reduces Operations and Maintenance Costs
- Improves Efficiency
- Allows Immediate Access to Civilian Personnel Data
- Gives Army State-of-the-Art Technology and Automated Tools





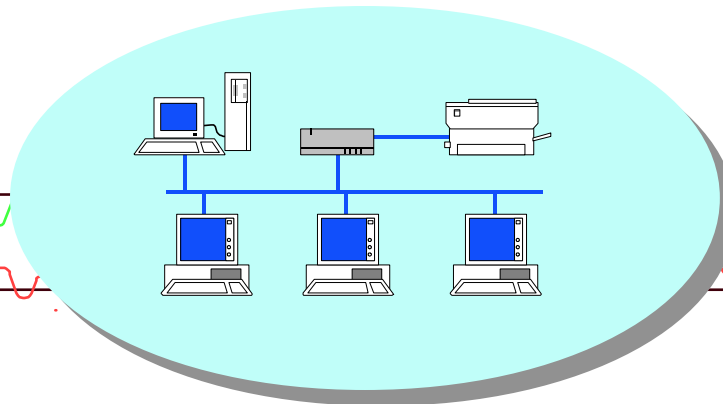


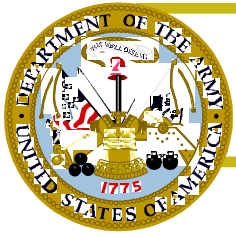
# Modern System

## □ Not DCPDS

### ✓ Commercial-Off-The-Shelf (COTS) Product

- Deployed by FY 99
- Single Integrated Database
- Open Systems Environment
- User Friendly Interface

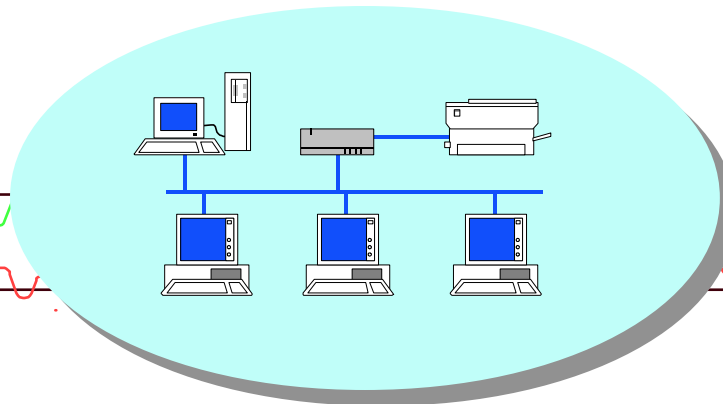


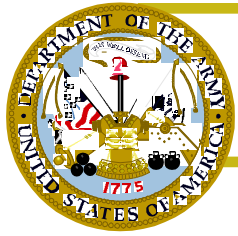


# Functional Process Improvements

Designed to:

- ❑ Extend Personnel Management Automated Applications and Access to Managers
- ❑ Give Personnelists New Capabilities
- ❑ Streamline and Automate Personnel Action Processing
- ❑ Link Regionalization and Modernization





# Current FPIs

## Region

PERSACTION\*

COREDOC\*

RETIRE\*

TRAIN\*

CIVCOST\*

ASF

IC

UC

RIF

STAIRS

EMPLOYEE EXPRESS

EPD (Electronic  
Personnel Documents)

## Activity/Purpose

Personnel Actions (SF52)

Classification & Performance

Retirement

Individual Training

Manager's Decision Support

Applicant Supply File

Injury Compensation

Unemployment

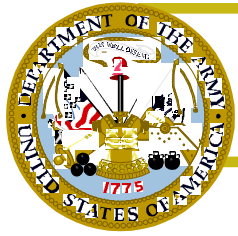
Compensation

Reductions in Force

Personnel Staffing/Referral  
System

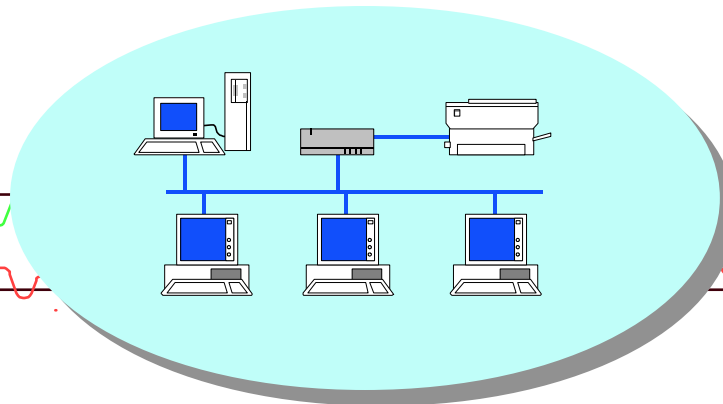
Employee Record/Benefit  
Changes \*Manager Electronic Access

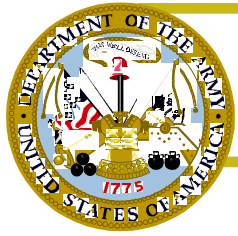
Electronic Imaging OPEs



# PERSACTION

- Fully Integrated Tool Allows Managers to Initiate, Flow, and Track “SF-52” Personnel Actions
- ▢ Reports Capability

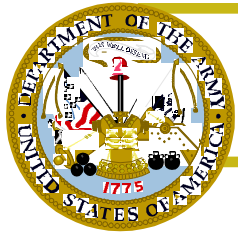




# COREDOC

- Automated Job Description, Classification, and Performance Development Tool
- Prepares Final Job Description, Classifies it, Identifies SKAs, Skills, Abilities, and Performance Criteria

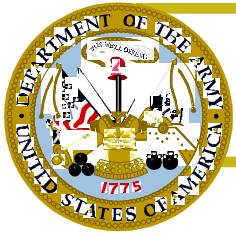




# TRAIN

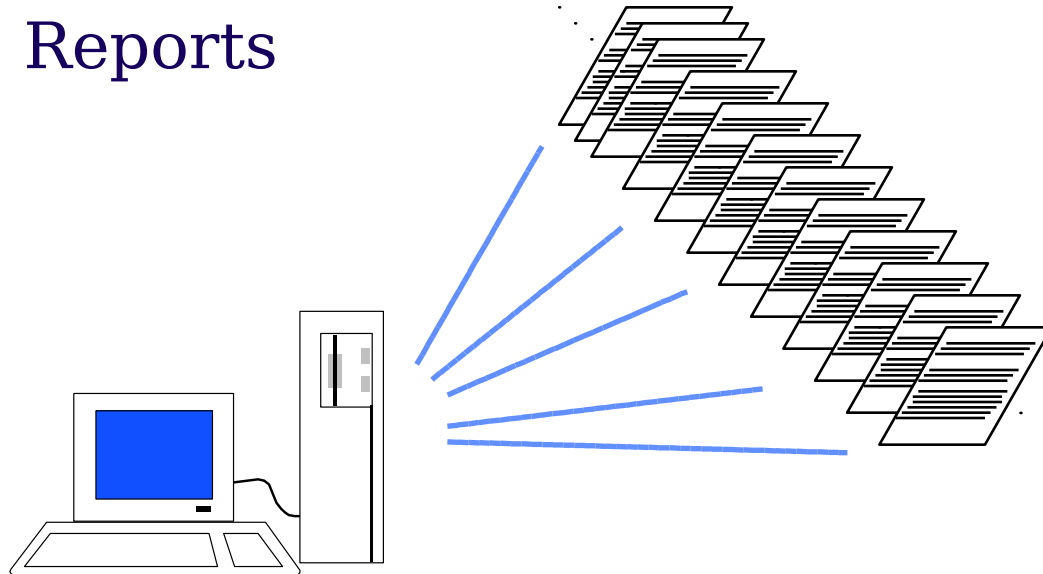
- Allows Managers to Electronically Transmit, and Track all Training Requests
- Will Enhance Training Management Activities
- Automates and Provides Training Sources and Budget Information

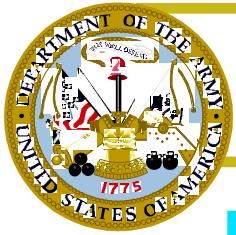




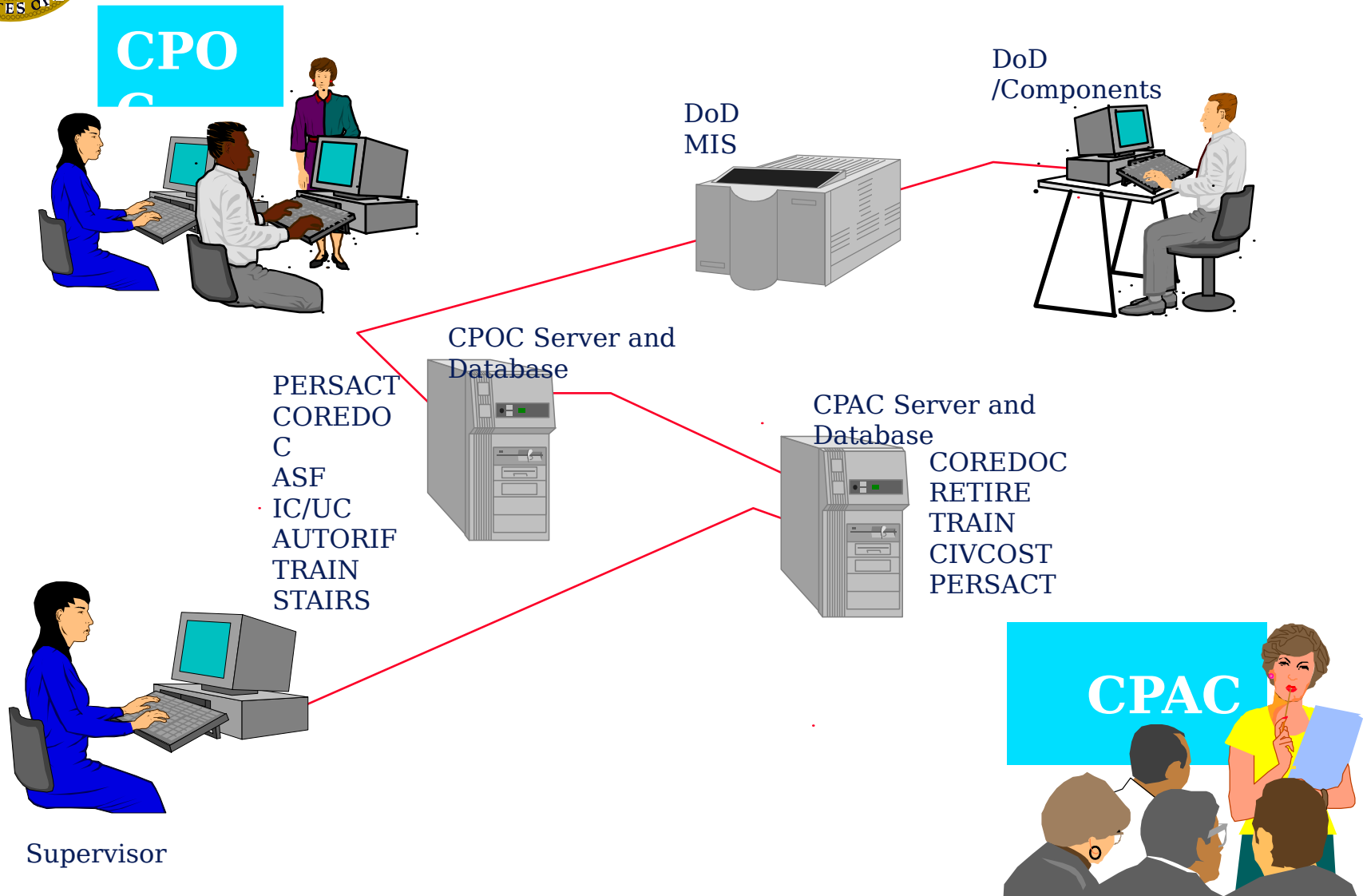
# STAIRS

- ❑ Automated Inventory and Referral System
- ❑ Automated Search And Retrieval
- ❑ Generates Ranked Referral Lists
- ❑ Generates Notification Letters
- ❑ Produces Reports

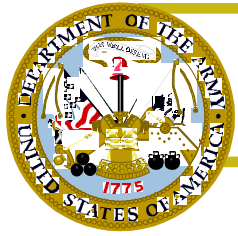




# Communications Linkage

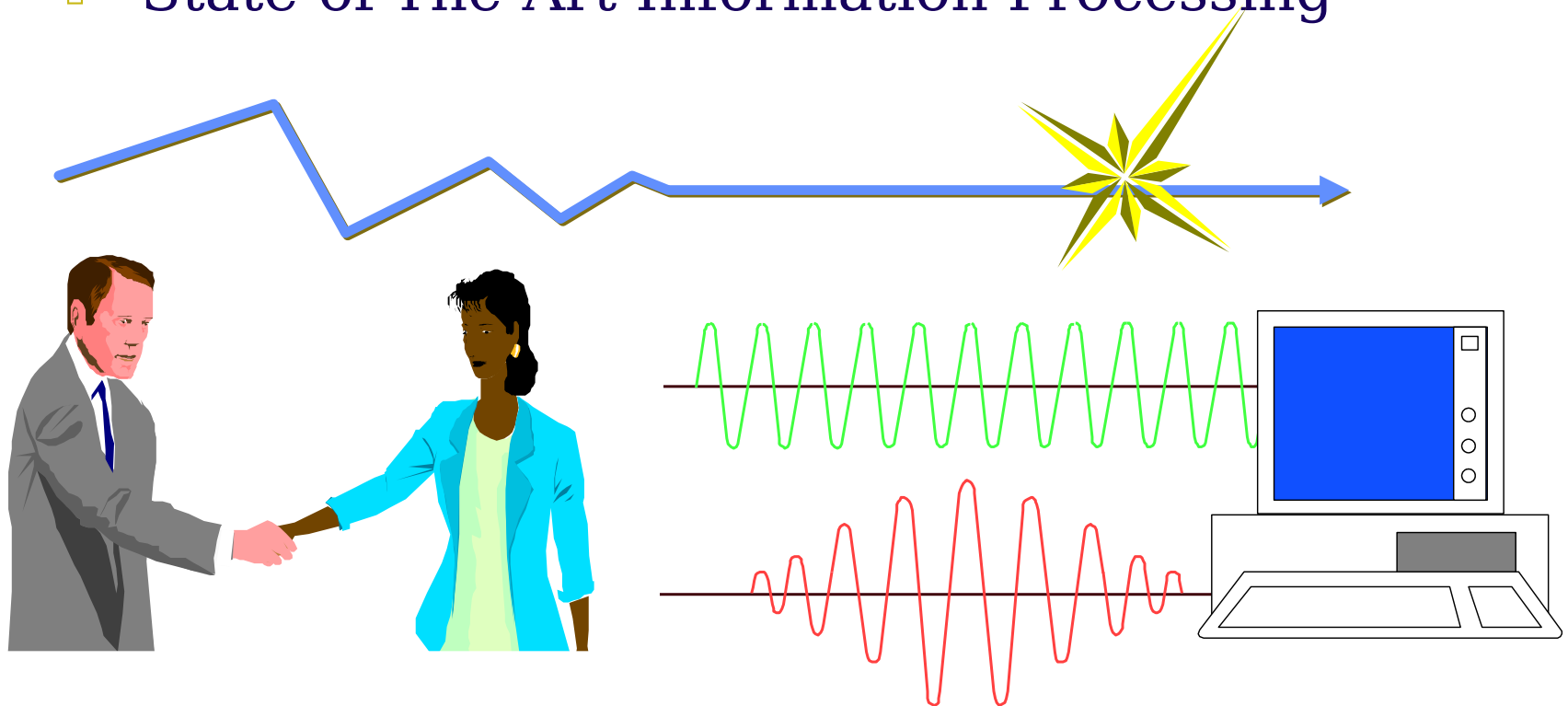






# “The Future”

- Customer Focus
- Greater Efficiencies
- Better Business Practices
- State-of-The-Art Information Processing



# ***VISION***

## ***ARMY CIVILIAN PERSONNEL PROFESSIONALS***

### ***Helping Leaders Meet The Mission***

Our vision comprises only nine words, but a great deal of meaning; it is best understood when broken into its component parts.

**Army Civilian Personnel Professionals** - all members of the civilian personnel administration community; trained and ready experts in their field; characterized by a “can-do” attitude and personal integrity; working for the Army as full-fledged members of the Army team.

**Helping Leaders Meet the Mission** - Proudly serving our customers -- Army leaders at all levels of the organization -- providing competent guidance, efficient service, and creative solutions using state-of-the-art technology; delivering a civilian personnel management program that provides the Army chain of command the ability to recruit, train, develop and utilize Army civilians to meet any mission assigned.